DIVERSITY

DIVERSITY

EQUAL OPPORTUNITY ADVISOR
NAVAL BASE CORONADO
BLDG. 678 RM. 102
(619) 545-5164

LEARNING OBJECTIVE

...to understand the benefits of practicing and valuing Diversity...

OVERVIEW

- Definition of Diversity
- Dimensions of Diversity
- Benefits of Diversity
- Valuing Diversity
- Personal Diversity Awareness

WHAT IS DIVERSITY?

Hard
Diversity ISI
Respect
Energy
Synergy
Leadership
The Future
Adding Value
Diversity
Leave no one behind
Personal Growth
Change
Choice
Critical Mass
Comfort Zones
Awareness
Learning
Warriorship
Trust
Team Building
Heart
Interdependence
Balance

Diversity…

Defined by the Department of the Navy:

Diversity is all the different characteristics and attributes of
individual **Sailors and civilians** which enhance the mission
readiness of the Navy. (Navy Diversity Directorate)

Defined by the Department of Labor as:

A composite of racial, gender, ethnic,
national origin, cultural, attitudinal,
socioeconomic, and personal
differences.

Diversity…

Is all our similarities and differences —

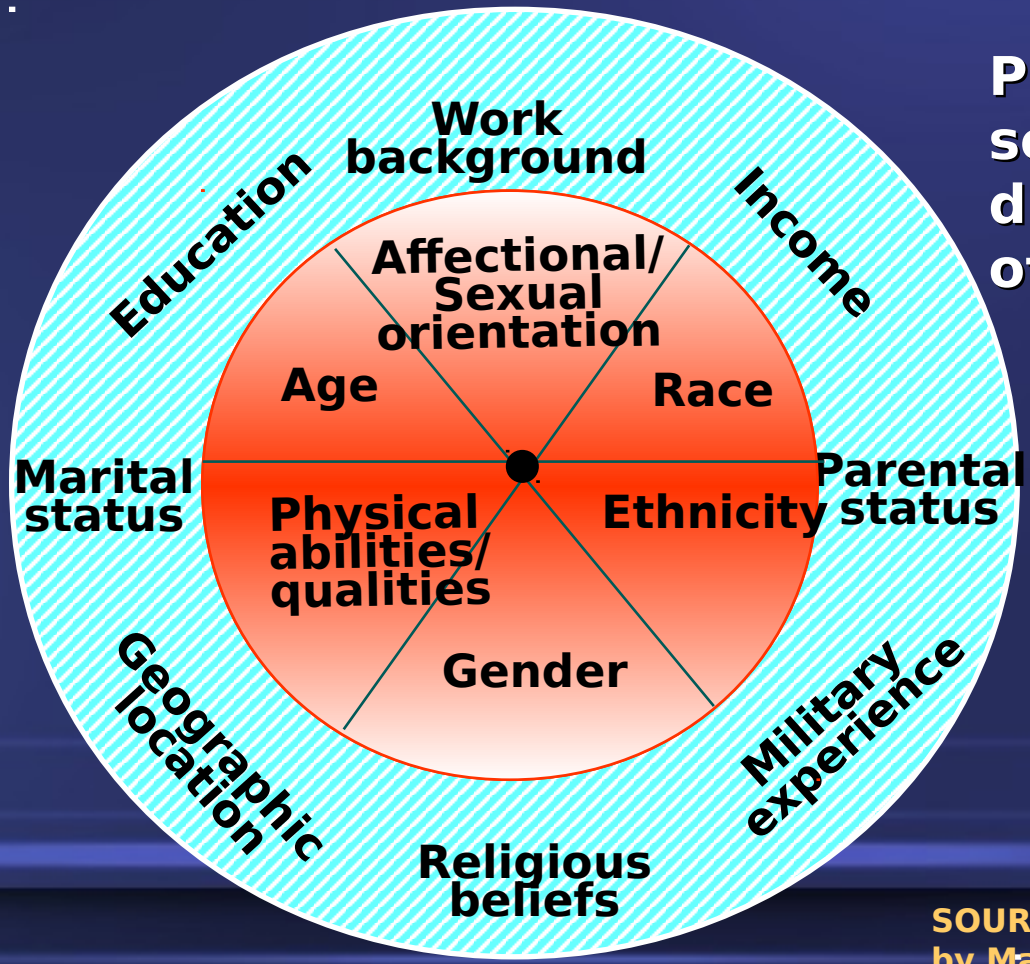
these things may be visible or may not be

visible. It includes everyone and excludes

no one.

Dimensions of Diversity

Diversity…



Primary and secondary dimensions of diversity

SOURCE: Workforce America by Marylin Loden

Benefits of Diversity

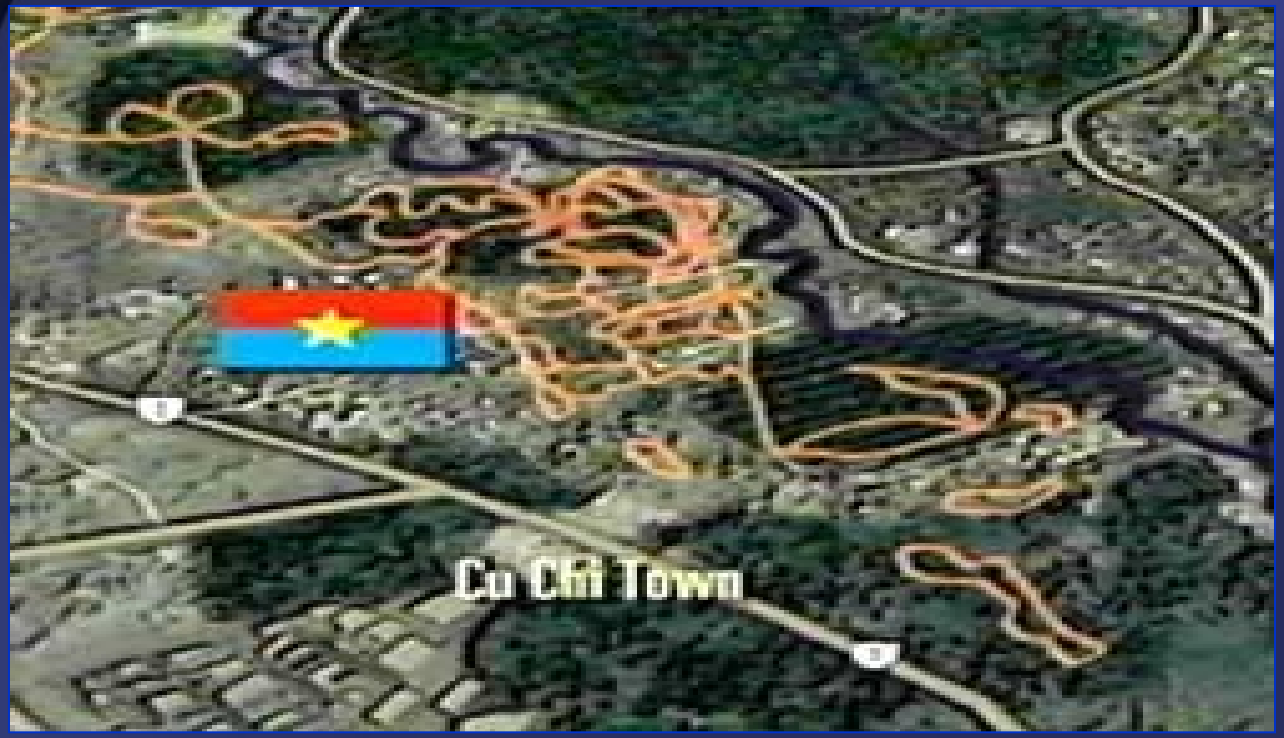
Benefits of Diversity

- Full utilization of personnel
- Reduced interpersonal conflict
- Enhanced work relationships
- Shared organizational vision
- Greater innovation and flexibility
- Improved productivity

Benefits of Diversity

World War II Navajo Codetalkers

Benefits of Diversity



Tunnel Rats - American Soldiers of short stature in Vietnam were able to enter the tunnels of the Vietnamese discovering major weapons caches

Benefits of Diversity

Judiciary System- Jury of one's peers could make all the difference in a verdict

Valuing Diversity

Valuing Diversity…

Creating productive and respectful relationships with all co-workers and customers, whether we perceive them as similar to or different than ourselves.

Platinum Rule

“Treat people the way they desire to be treated.”

The Rainbow Rule

"Treat others as <u>they</u> would have you treat them."

Source: Leading Diversity Working Group, USMA

Diversity

Diversity is how we are the same

… and how we are differen

HOW WE'RE *THE SAME*

Sworn to support & defend the U.S. Constitution

Belief in a philosophy that treats others as they should be treated

Institutional Values

A Common Mission

HOW WE'RE *DIFFERENT*

Language
Gender
Color of Skin
Age
Religion

COHESION & READINESS

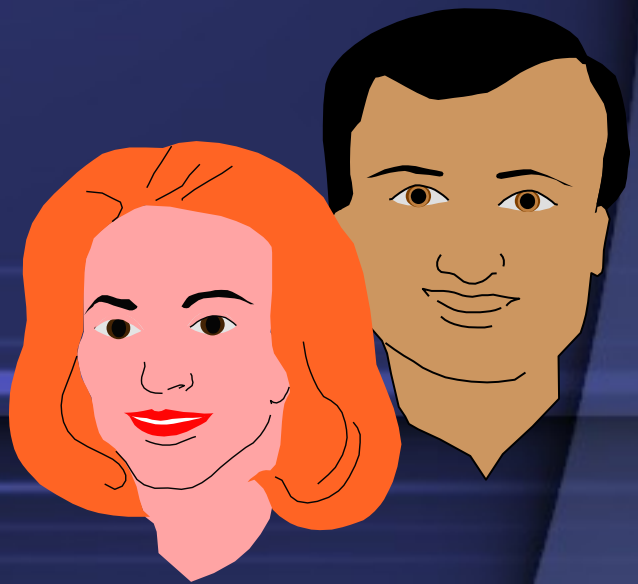
Personal Diversity Awareness

Personal Diversity Awareness

- Three factors
  - Knowledge
  - Behavior
  - Feelings

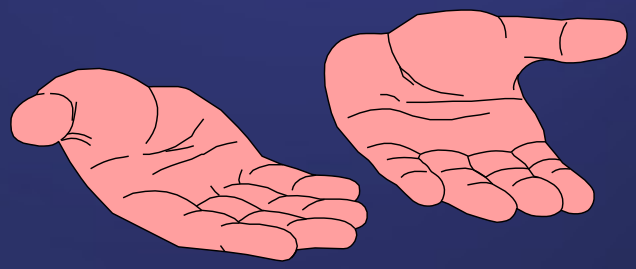
Knowledge Factor

- We begin the change process as we learn about people who are different from us
  - Effective personal diversity awareness begins with the head…



Behavior Factor

…and continues with the hand…



- We modify our behavior and become more effective in our interactions with people different from ourselves
- It’s what we do and how we behave

Feelings Factor

- By addressing feelings and emotions that lead to emotional growth we develop meaningful relationships with those who are different

…and involves the heart

WHY WE MUST EMBRACE DIVERSITY…

U.S. Population Change

- The nation’s Hispanic and Asian populations is expected to triple over the next half-century and non-Hispanic whites is expected to represent about one-half of the total population by 2050
- The black population is projected to rise…from 12.7 percent to 14.6 percent (by 2050)
- By 2030, about 1-in-5 people will be 65 or over

If we could shrink the earth's population to a village of precisely 100 people, with all the existing human rights remaining the same…

There would be…

- 57 Asians, 21 Europeans, 14 from the Western Hemisphere, both north and south, 8 Africans
- 52 would be female, 48 would be male
- 70 would be non-white, 30 would be white
- 70 would be non-Christian, 30 would be Christian
- 6 people would possess 59% of the entire world's wealth. All 6 would be from the United States
- 80 would live in substandard housing , 70 would be unable to read, 50 would suffer from malnutrition, 1 would be near death, 1 would be near birth, 1 would have a college education and 1 would own a computer*

*Phillip M. Harter, M.D., FACEP, Stanford University, School of

We need to focus on diversity. Your goal is to hire people who all look different but think just like me.